Volume 8, Number 6 March 27-April 9, 1993

UCSF Newsbreak

5 Percent Across the Board Begins July 1

Regents Decide Staff, Faculty Salaries Must be Cut

The UC Board of Regents at their March 19 meeting approved a one-time 5 percent salary cut for faculty and staff to help make up next year's state budget shortfall of $243 million. The salary cut is part of a combination of actions, which include workforce reductions and another student fee increase.

The temporary 5 percent pay cut, which also applies to all executives, would be the first time the University has had to cut salaries since 1933. "This is intended as a one-time temporary measure only," says UC President Jack Peltason. "It will allow time in which to develop longer-term approaches to the problem of diminishing resources. In the long run, UC must pay competitive salaries if excellence is to be preserved."

The plan was adopted by a vote of 12 to 7, with one abstention. Both the Regents voting in favor and against the plan expressed hope that other alternatives could be found, particularly for the student fee increase. They vowed also to find long-term solutions to the University's dwindling state budget.

To help offset the pay cut, employees will receive an equivalent tax-deferred retirement contribution which will be paid at the time they leave UC or retire, similar to how the state is handling its employee salary reductions this year. The deferred payment will come from the University retirement system, not state funds.

The salary reduction, which is estimated to save $78.6 million, is the largest single element of the plan. In addition, cost-of-living raises for employees will be suspended for the third year in a row. Eligible faculty will receive full-year merit pay increases for exceptional performance; eligible staff will receive half-year merits effective January 1, 1994. For the third year in a row, executives will not be eligible for merits.

Some employees, including teaching assistants and those in staff positions designed for students, will be exempt from the pay cut. Employees already on voluntary time reduction plans also will be exempt.

The pay cut is subject to notice, consultation or meeting and conferring as appropriate under collective bargaining agreements.

Other elements of the plan include:

• Reducing Office of the President's Budget Further

Campus and Office of the President budgets will be cut another $35 million on top of the $345 million they already have been cut since the state began reducing funding for UC in 1990-91. Previous cuts have eliminated funding for over 5,000 jobs. This new round of cuts will eliminate funding for another 1,000 positions. According to the Office of the President, in applying the cuts every effort will be made to protect instructional programs.

The Office of the President will take the biggest percentage cut in the latest reduction. Its budget will be reduced by 10 percent or about $5 million. In addition, a portion of the $35 million cut will be specifically targeted to hospitals and clinical teaching programs.

Peltason says he also has appointed a committee of senior campus and Office of the President administrators and faculty representatives to evaluate all activities within the Office of the President. Its goal: to cut expenditures by another 10 percent in 1994-95.

• Increasing Student Fees

Student fees will increase $390 per year next fall beyond the $605 already approved, raising the average fees for resident undergraduate students in 1993-94 from the previously approved $3,649 to $4,039 a year. With the increase, fees will have gone up about 150 percent in four years.

At the same time, UC will devote an historically higher percentage of the fee increase to financial aid. One-third of the revenue from the new increase ($22 million) will be used to maintain UC's commitment to needy students by covering the fee increase. With the added financial aid, UC will have increased its aid to students by about $107 million in four years.

• Cutting Expenditures, Capping Health Benefits

Cuts will be made in a wide range of expenditures such as allocations of library books and classroom equipment. Health benefits for employees will be capped at the lowest cost HMO plan, with employees picking up all the added cost for higher-priced options.

A third voluntary early retirement program also is being proposed. A proposal will be presented to the Regents in the next few months. It is envisioned that the early retirement plan would be put in place for staff no later than January 1, 1994 and for faculty no later than July 1, 1994.

Baker Press Conference

Soon after the 5 percent pay cut was announced, UC campus publications had a telephone press conference with the Office of the President at which William Baker, vice president, Budget & University Relations, answered the following questions:

Q: *The Regents have stated that, while they voted for the 5 percent plan, they hope other alternatives could be found. What are the other alternatives?*

A: There are a couple of ideas, including more layoffs. Another is to accelerate the VERIP [early retirement] plan. The consensus among the chancellors and administrators is that it is not a good idea to have VERIP for faculty begin mid-year. But, we could have it begin for staff as early as October 1. It also is possible that UC could refinance some bonds.

Q: *Won't UC have to make the next VERIP very attractive for more people to take it? As it now stands, the pay cut generally will supply savings of roughly $80 million for 1993-94. Do you anticipate the VERIP will pick up that whole amount for future years so the 5 percent cut will be restored?*

A: The general idea is that we have to make VERIP-3 very attractive. It needs to be much more generous and a clear recall must be possible [faculty can be recalled to work fewer hours for less money]. We had 1,000 faculty last year who were eligible for VERIP and didn't take it because they were concerned that they would not be recalled. Younger faculty just aren't ready to retire. But, if we had a liberal recall policy, that could help.

Q: *How does the 5 percent cut affect those employees who are paid in part, or in full, by*

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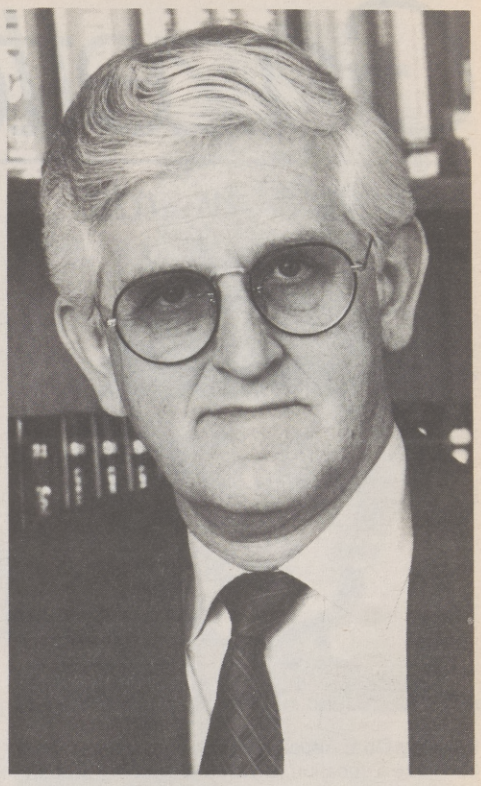
How the Salary Cut Will Work

To help employees and faculty figure how the 5 percent cut might affect their paychecks, we provide the following example based on someone making an annual salary of $40,000. (Retirement savings is taxable upon leaving the University.)

	Current	With Pay Cut	Change
Salary	$40,000	$38,000	-$2,000
Take-Home	$27,915	$26,839	-$1,076
Retirement contributions			
Employee contribution plus interest	+595	+554	
One-time 5% contribution (plus interest)	—	+2,170	
Retirement savings including interest	$598	$2,724	+$2,128



Joseph Martin is UCSF's New Chancellor

Joseph B. Martin, who has been dean of the School of Medicine since 1989, has been appointed the new chancellor of UCSF. Martin will succeed Julius R. Krevans who retires July 1 after serving as chancellor for 11 years.

The UC Board of Regents approved the appointment at their March 19 meeting at UC Riverside.

"I am pleased that a person of Dr. Martin's talent and distinction has agreed to assume the duties of chancellor at a time when American health care is at such a watershed point, in both education and delivery," says UC President Jack Peltason. "His willingness to serve is a reflection of his commitment to the challenges facing the campus and the institution, and I look forward to our years of working together."

Martin is credited with recruiting a number of distinguished physicians and scientists and for bringing people together in a positive way during a time of shrinking resources. Known internationally for his work in the neuroscience and neurology fields, he also holds appointment as professor of neurology. His research has focused on the use of molecular genetics to better understand the causes of neurological and neurodegenerative disease.

In 1989 he was chosen by the Institute of Medicine of the National Academy of Sciences to chair a prestigious committee on "mapping the human brain." The committee was charged with formulating a system for using new computer technologies to link hundreds of scientists together to enhance research progress in understanding the functions of the brain and in solving the mysteries of neurological diseases, such as Alzheimer's, Parkinson's disease, schizophrenia, and other mental problems. The committee's report, published in 1991, now serves as a major guide for policymakers and federal agencies

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Phil Lee Nominated for Washington Post

President Clinton has announced the nomination of Philip R. Lee, director of the Institute for Health Policy Studies and former chancellor of the UCSF campus, as Assistant Secretary for Health.

As assistant to Health & Human Services Secretary Donna Shalala, he will be in charge of the Food & Drug Administration, the National Institutes of Health, the Centers for Disease Control, plus several other public health agencies. He will advise Shalala on issues with respect to health care reform.

This number two health care job will not be particularly new to Lee. He served as Assistant Secretary for Health & Scientific Affairs

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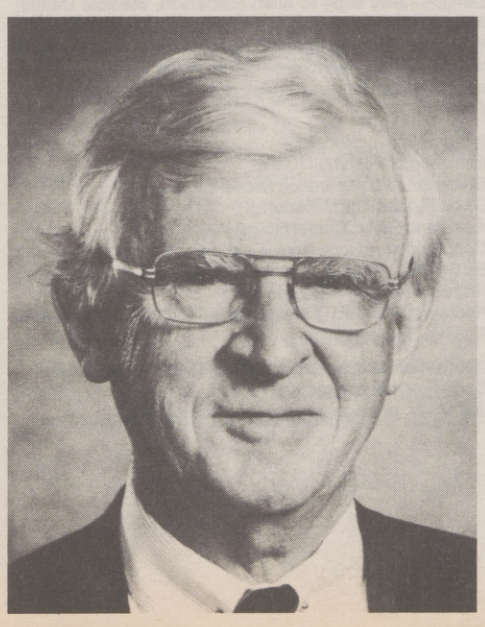

Low Levels of Paint Chemical Entering Mission Center Building

Air sampling and testing at Mission Center Building (MCB) found very low levels of a paint chemical associated with respiratory and other health problems. MCB's air intake system appears to be drawing the contaminant into the building from neighborhood sources, according to a report on the situation.

Although the chemical, Diisocyanate, was measured at levels far below state standards, UCSF has started a program to eliminate the compound from the air in the building. Different charcoal filters are being evaluated as an interim measure in an attempt to trap organic vapors entering the building's air intake system, and a committee of environmental health experts and employees is evaluating several options as long-range solutions.

All building workers have been informed of the findings. MCB, a former warehouse built in 1927 and purchased by UCSF in 1989, has been a source of frequent complaints of odors, stuffiness, and, in some cases, health problems. UCSF began an air monitoring program at the building in the mid-1980s, shortly after the University bought a partial interest in the building, but air studies conducted this year provide the first evidence of intrusion of any contaminants, including paint fumes.

Levels of Diisocyanate in the workplace may not exceed 5 parts per billion, according

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UCSF Will Not Lease Harbor Bay Labs

In mid-March, UCSF decided not to recommend to the UC Regents that it enter into a lease agreement for existing laboratory space at Harbor Bay Business Park in Alameda. Vice Chancellor Bruce Spaulding says the proposed lease agreement depended on the provision of a satisfactory level of dedicated ferry service between San Francisco and Harbor Bay. In the end, a sufficient level of service couldn't be guaranteed.

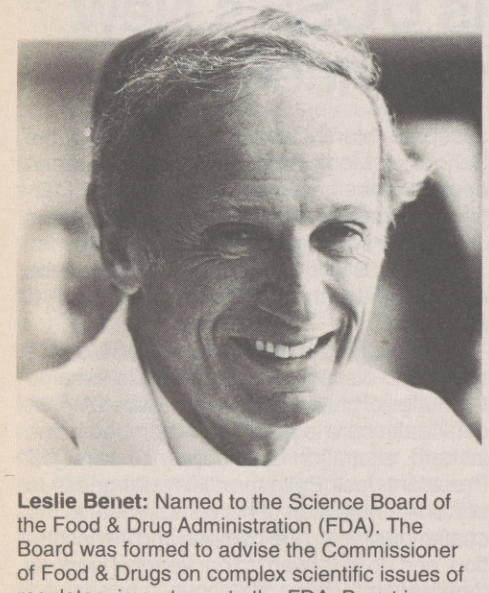
The space would have provided nearly 32,000 square feet of sorely needed laboratory space, particularly for the School of Medicine's Center for Video-Endoscopy, a project of the Department of Surgery. No alternative plans have been formulated for the program.

The decision not to lease space in the Alameda business park has no affect on UCSF's other space planning efforts, including plans to develop about 150,000 square feet or more of new laboratory space in the near term and preparation of a Long Range Development Plan to guide growth over a 15-year period. Harbor Bay is one of about a half-dozen sites being studied as possible long-term expansion sites, Spaulding says.

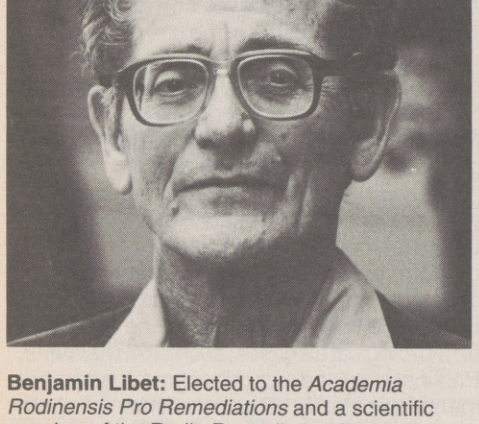
Gazette

Honors & Awards

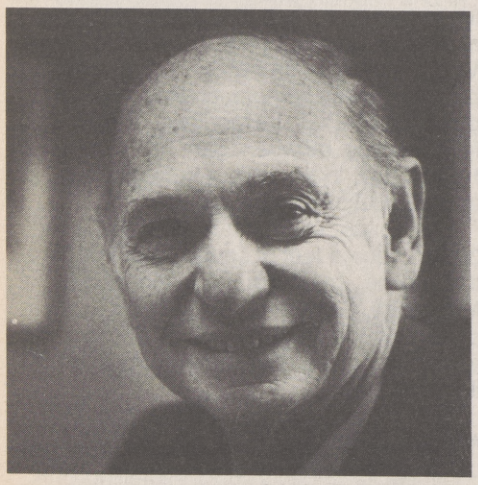
Dorothy Oda: Appointed to the Advisory Council for Nurse Education, Division of Nursing, Department for Health & Human Services. Oda is professor & chair, mental health, community & administrative nursing.



Leslie Benet: Named to the Science Board of the Food & Drug Administration (FDA). The Board was formed to advise the Commissioner of Food & Drugs on complex scientific issues of regulatory importance to the FDA. Benet is professor & chair, pharmacy.



Benjamin Libet: Elected to the *Academia Rodinensis Pro Remediations* and a scientific member of the Rodin Remediation Foundation, an international society made up of researchers and scholars in the field of higher brain functions. In addition, Libet will deliver during May a series of lectures on "Brain Mechanisms in Conscious Experience, Voluntary Action & Free Will" at four Swedish Universities — Umeå, Lund, Göteborg and the Karolinska Institute — and a public lecture in Copenhagen. He also will participate in a symposium to celebrate the 90th birthday of Nobel laureate Sir John Eccles in Frankfurt, Germany, at the Max Planck Institute for Brain Research. Libet is professor emeritus, physiology.



Alexander R. Margulis: Received an honorary degree in Science from the University of Montpellier, France. Margulis is associate chancellor, special projects, University Advancement & Planning; professor, radiology; director, Magnetic Resonance Science Center.

Jay A. Levy: Elected to the board of directors of two national organizations — the American Foundation for AIDS Research (AmFAR) and the American Type Culture Collection. Levy is professor, medicine; research associate, CRI.

Erika Froelicher: Selected to serve as co-chair of an expert panel for the Cardiac Rehabilitation Guidelines Project of the Agency for Health Care Policy & Research and the National Heart, Lung & Blood Institute. Froelicher is professor & chair, physiological nursing.

Tina Murch: Received the 1992-93 James Highsmith Award from San Francisco State University (SFSU) for her full-length play, *Sweet Angel, Bambina.* The award, consisting of a $2,000 cash prize and a stage reading of the play, is given annually to honor an original dramatic work that deals sensitively with lesbian/gay issues. *Sweet Angel, Bambina* will be performed as a work-in-progress on Tues., Mar. 30, and Thurs., Apr. 1, by the SFSU Theatre Arts Department at the Studio Theatre, Creative Arts Building. The reading is free and open to the public. Murch is administrative analyst, student affairs, School of Pharmacy.

In Memoriam

James M. Morris: Associate professor, orthopaedic surgery. He performed his orthopaedic surgery residency at UCSF from 1959-1963, then served as a captain in the Army from 1963-65, earning the Army Commendation Medal in 1965. He then returned to UCSF, specializing in spinal surgery and rehabilitation of patients with chronic back pain. Morris developed many innovative treatment techniques and lectured nationally and internationally on the subject. Highly regarded as a teacher, he received the Teacher of the Year Award in 1992. He was 59. Memorial donations may be made to the Shared Care Unit at Marin General Hospital or Hanna Boys Ranch, Sonoma, CA.

James R. Green: Associate clinical professor, ob/gyn & reproductive sciences, and acting chief, ob/gyn & reproductive sciences, SFGH. A faculty member since 1977, he was active at SFGH on many fronts, serving as the hospital's chief of staff from 1989 to 1990 and as assistant chief of ob/gyn from 1981 to 1992. He helped establish and supported the nurse-midwifery service at the hospital, serving as medical director of the program and helping to train nurse midwives. The driving force behind the construction of a third delivery room at SFGH, his contribution was recognized last December when the room was named in his honor. Green directed the ob/gyn residency education program at SFGH for the last two years and was widely recognized for his teaching skills. He was 48. Memorial donations may be sent to Westminster Presbyterian Church, Green Family Trust, 240 Tiburon Blvd., Tiburon, CA, 94920.

Charles S. Harrod: Associate clinical professor, urology. Coming to UCSF in 1960 as a clinical instructor, he was chief of urology at UCSF-affiliated Harkness Hospital and VAMC through the early 1970s. Harrod then joined the clinical faculty at SFGH, where he served until his retirement in 1992. This highly regarded teacher and urologic surgeon had served on Stanford's clinical faculty, plus as chief of urology and chief of surgery at St. Joseph's and St. Luke's hospitals, chief of staff at St. Joseph's and chief of urology at Marshal Hale Memorial Hospital. Harrod was 75. Memorial donations may be made to the Community Hospice Foundation, PO Box 358, Brisbane, CA 94005.

Mia Lydecker Silverman: Former principal editor, Institute for Health Policy Studies (IHPS). Coming to campus in 1969 as a senior editor for the Office of the Chancellor and the School of Pharmacy, Lydecker and her future husband Milton Silverman joined IHPS director Phil Lee to organize what is now the Institute. The former translator, interpreter and World War II Dutch underground worker retired from UCSF in 1981. The Silvermans continued to travel around the world investigating marketing practices used by American and multinational drug firms in third-world countries and exposed improper labeling and selling practices. Their discoveries led to major reforms in the largest pharmaceutical companies. The couple produced five influential books on the subject, including *Bad Medicine* in 1992. Silverman was 66. Memorial donations may be made to the American Cancer Society.

Martin *(from page 1)*

responsible for supporting and directing this country's biomedical research.

As dean, Martin's accomplishments are many. He established the W.M. Keck Foundation Center for Integrative Neuroscience, which is dedicated to combining studies of the brain and behavior in order to learn more about the processes of human sight, speech, hearing, and thinking as well as how the brain recovers from injury. He coordinated the planning for a UCSF regional cancer facility that is expected to become a National Cancer Institute-designated Comprehensive Cancer Center, and oversaw final development of the Gladstone Institute for Virology and Immunology at SFGH — which will be the second largest basic research unit in the country dedicated to fighting AIDS.

Martin also is credited with appointing an associate dean for women's affairs in the School of Medicine — the first medical school in the country to create this post — as part of his commitment to increasing diversity in medical school education and training programs and among faculty and administrators.

Before becoming UCSF dean, the Canadian-born Martin was Julieanne Dorn Professor of Neurology at Harvard Medical School and chief of neurology at Massachusetts General Hospital.

Lee *(from page 1)*

from 1965 to 1969 under the Lyndon Johnson administration. At that time, he was instrumental in helping to establish the Medicare program. His responsibilities included advising the secretary and senior White House staff on health policy issues.

Lee, who is well known as an advocate of health care for the poor, elderly and other vulnerable groups in society, established the Institute for Health Policy Studies in 1972. He served as UCSF chancellor from 1969 to 1972.

In the '60s, Lee helped develop the first policies on family planning, internationally and domestically, and led the effort that created the National Center for Health Services Research (now the Agency for Health Care Policy & Research in the Public Health Service).

In addition to serving as an administrator, policymaker and researcher, Lee has been active as a medical practitioner and teacher. His teaching and research endeavors in the field of health policy focus on physician payment, prescription drugs, reproductive health policy and AIDS related issues. He is a frequent advisor to federal, state and local health policymakers, and serves on numerous advisory boards and planning groups. In 1985, he was named by Mayor Dianne Feinstein as the first president of the San Francisco Health Commission, on which he served until 1989.

If confirmed, Lee will be granted a leave of absence from UCSF.

Appointments

H. John Blossom: Appointed associate dean, academic & clinical programs, UCSF-Fresno Valley Medical Education Program. He oversees all undergraduate and graduate training activities conducted by the eight residency training programs in Fresno, with over 150 housestaff, 125 full-time faculty, and a large number of voluntary, part-time and clinical faculty. Blossom and his colleagues are focusing their energy on building the educational strength of the training programs and on the creation of a regional medical center. A 1970 School of Medicine graduate, Blossom trained in the program at Fresno, and has served as director of UCSF's family practice residency program at the Valley Medical Center since 1976. He continues as clinical professor, family & community medicine.

Publications

Stanley P.L. Leong: Editor, *Malignant Melanoma: Advances in Treatment* (R.G. Landes Co., Austin, TX, 1993). Leong is associate professor, surgery, UCSF/Mount Zion.

Jay A. Levy: Editor, *The Retroviridae (Vol. I)* (Plenum Press, NY, NY, 1993). Levy is professor, medicine; research associate, CRI.

Edward Yelin: Author, *Disability and the Displaced Worker* (Rutgers University Press, New Brunswick, NJ, 1993). Yelin is associate professor, medicine & Institute for Health Policy Studies.

Sharon R. Kaufman: Author, *The Healer's Tale: Transforming Medicine and Culture* (University of Wisconsin Press, Madison, WI, 1993). Kaufman is research anthropologist, social & behavioral sciences, School of Nursing.

Alzheimer's Patients Needed for Study

The School of Nursing is seeking male and female Alzheimer's patients and their caregivers for a six-week study on sleep disruption. Participants will receive $100 reimbursement. Alzheimer's subjects must be age 65 or over, live in the community and be cared for primarily by one person. For further information call 476-4651.

UCSF *Newsbreak*

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Deadline for the next issue, which will cover April 10-23, will be on **Tuesday, March 30, at 11 a.m.** Please send campus news copy to Allen Balderson, Medical Center news to Marshall Krantz and calendar and gazette items to Michele Firpo, all at Box 0462. Last-minute copy can be taken over the telephone by calling 476-1541. The University of California is an affirmative action/equal opportunity employer.

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UCSF at Top in NIH, *US News & World Report* Ratings

Each of the four UCSF schools is once again at or near the top among its sister institutions in National Institutes of Health funding for the 1992 fiscal year. NIH awarded UCSF 678 awards totalling $165.7 million, an increase of $16.2 million over 1991. The rankings of the schools remained the same for nursing — third with 37 awards totalling $3,967,000 — and pharmacy — first with 59 awards totalling $12,500,000 — while dentistry rose from fourth to first with 30 awards totalling $5,680,000. For the first time in 19 years, the School of Medicine fell from first to second with 552 awards totalling $143,537,000.

US News & World Report Rankings

Meanwhile, in other national ratings, UCSF's pharmacy and nursing schools ranked first and our other graduate programs ranked in the top 10, according to a survey on "America's Best Graduate Schools" included in the March 22 *US News & World Report*.

Each school was rated according to its reputation for scholarship, its curriculum and the quality of faculty and graduate students.

UCSF's pharmacy program was chosen first in the country based on a survey of deans, administrators and senior faculty at accredited schools. UCSF's School of Nursing tied for top honors with the University of Washington and the University of Pennsylvania, based on a similar survey. The UCSF dental school was rated seventh.

UCSF's School of Medicine ranked third, after Harvard University and Johns Hopkins, in ratings based on reputation among peers, NIH research funding, student selectivity, and faculty-student ratios. This category included the 60 research-oriented medical schools that received the most NIH funding in 1992. UCSF ranked first in AIDS and geriatric care programs.

Evaluation of medical school reputation was based on appraisals of recent graduates by directors of intern-residency programs and on ratings of academic quality by deans and senior faculty.

Student selectivity criteria included undergraduate grade-point average, average Medical College Admission test scores and the percentage of applicants selected for the fall, 1992 entering class.

Norman Heatley is Regents' Lecturer

Some 50 years ago, biochemist Norman Heatley was a member of a unique Oxford University team. He, along with Alexander Fleming, Howard Florey and Ernst Chain proved that a substance secreted by a mold had incredible medicinal powers. The substance was penicillin.

While Fleming, who actually discovered the mold in 1928, and Florey and Chain, who 12 years later showed its healing properties, went on to claim fortune and fame — and a Nobel prize along the way — Heatley received little, if any, recognition.

That has changed, however. His work with penicillin recently afforded him an honorary Doctorate of Medicine from Oxford. The award is particularly special in that it is the first time in the University's 800-year history that it has been awarded.

The honor recognizes Heatley's ability to produce the penicillin compound in large enough quantities to carry out the first clinical trials. He did so, while many biochemists before him failed, by devising new extraction methods.

Now, you can meet this "forgotten man of penicillin." He will be on campus from Tuesday to Thursday, April 13 to 15, as a Regents' Lecturer, and will present a campuswide lecture, entitled "Penicillin: The Beginnings," on Tuesday at 3 p.m. in HSW 303. A reception will follow in the School of Nursing mezzanine.

Two days later, on Thursday at 8 a.m. in Toland Hall, he will present Medicine Grand Rounds on "Early Penicillin History: Luck & People."

For further information, call the Department of History of Health Sciences at 476-2766.

Fund Set Up to Help Fire Victim

A fund has been set up by employees in Hospital Pathology to help Margaret Colfer, a clerk in the department whose house caught fire on March 4. Margaret, her husband Brian, and their seven-year-old daughter Carol were unharmed. However, their entire home was gutted and almost all of their possessions destroyed.

"We are trying to collect items to help the Colfers replace their possessions, as well as help pay for rent and utilities, until their house is repaired," says Charmaine Hunton who started the fundraising drive. Suggested items to donate include: cash, new items of clothing — girl's size 7; women's clothing, size 8, 9 or 10; new blankets, sheets and towels; kitchenware — utensils, pots & pans, dishes, glassware, flatware; stationery and school supplies.

Bring your items to Room M 551. For further information call Charmaine at 476-2613. Co-sponsoring the drive are ABOG, UC Council, MAG, SAC and COMO. The Colfer's home should be rebuilt by mid-summer.

ACC Construction Closes Irving Street Weekend of Apr. 2

For all those employees who use the Irving Street lobby entrance, or who use public transportation or drive to work via Irving Street, please take note: From Friday evening, April 2, 10:30 p.m. until early Monday morning, April 5, 4 a.m., Irving Street will be closed to all street traffic from Second Avenue to Arguello due to construction in the Ambulatory Care Center.

During that weekend, a large crane will be lifting modular building units into the ACC plaza level, which will provide swing space while the building is undergoing major interior renovation during the next several years.

Muni and parking also will be affected. Muni will be running buses in place of streetcars during the four-day period. They will travel via Second, Frederick, Arguello and Carl. The bus stops will be at 4th and Irving (regular stop), 2nd and Irving (special stop), and at Carl and Hillway (regular stop).

There will be no parking on Irving between Arguello and 3rd. The Irving entrance to the public parking garage will be closed. The other entrance, on Parnassus between ACC and Millberry, will remain open.

Limited pedestrian traffic on the north side of Irving Street will be allowed for residents living on that block. The Irving Street lobby entrance will be closed to all pedestrians. People wishing to get to Parnassus from Irving Street will be directed to use the elevators on the west side of Millberry Union. Barriers and several directional signs will be installed at all traffic points.

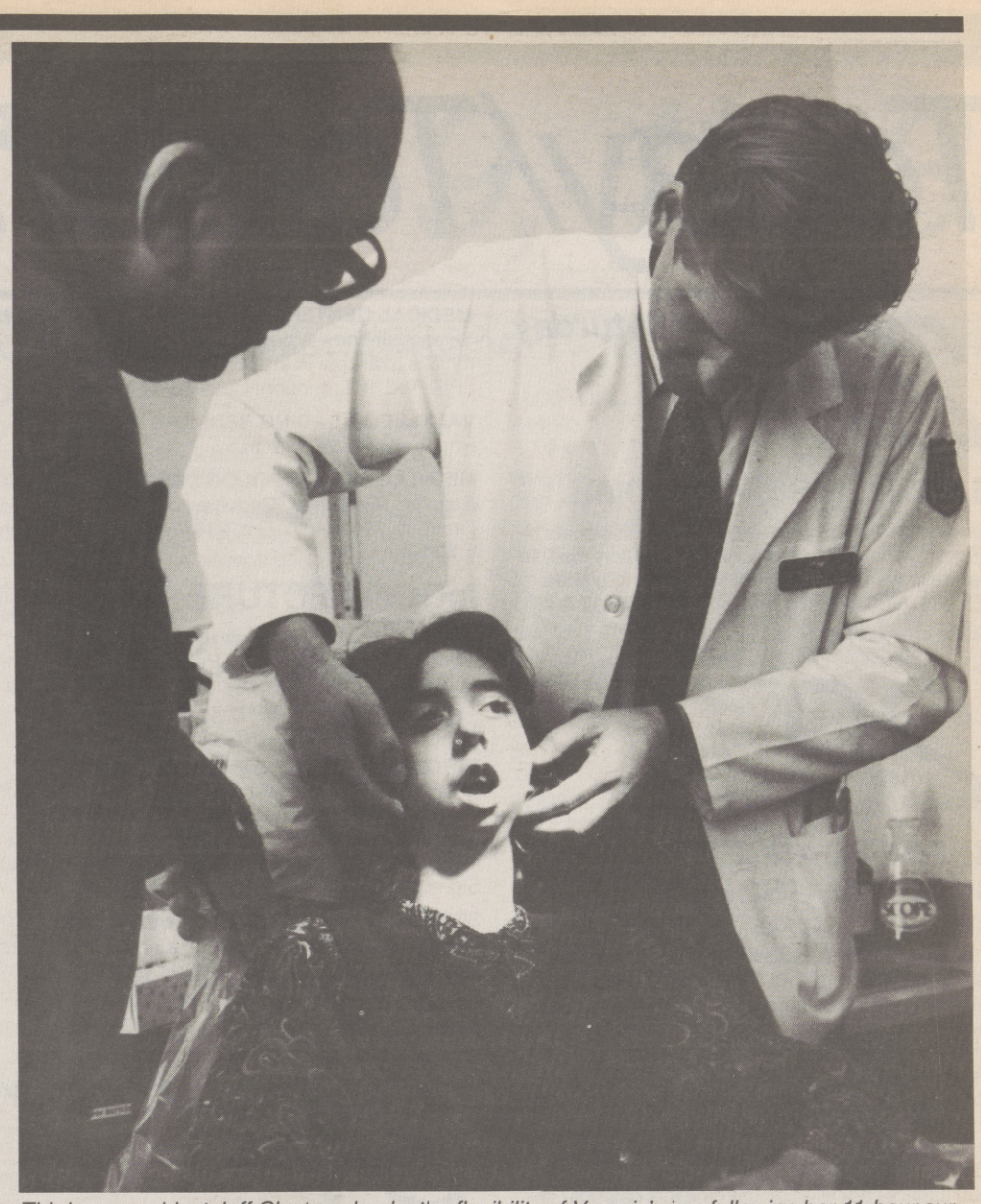
For further information, call project manager Gordon Poon at 476-6144 or construction manager Dennis Garrett at 476-6249.

UCSF's Summer Care Fair April 14

Wondering what to do with your child this summer? Why not stop by the UCSF Summer Care Fair on Wednesday, April 14, from noon to 2 p.m. in the Medical Sciences lobby and learn about the myriad of options available. Sponsored by the UCSF Child & Elder Care Referral Service, the fair has been designed to meet the specific needs of employees and students by providing information about Bay Area children's summer programs.

Over 40 programs will be represented at the fair . . . from summer child care programs and day and sleep-away camps, to special education programs; from science and sports programs to art and dance projects. Programs for pre-school to high school age children will be available.

The Child & Elder Care Referral Service also has prepared a booklet of summer programs for children. It's free. Just stop by the Medical Sciences lobby on April 14 and pick one up. It is packed with information about the various programs, whom you should contact, how to register, etc. For further information call Byron Sigal, Child & Elder Care Referral Service, at 476-2692.



Third-year resident Jeff Clayton checks the flexibility of Veronic's jaw following her 11-hour surgery as Leonard Kaban looks on.

Helping to Restore a Little Girl's Future

Thanks to the work and support of Czech immigrants in the US, caring people from the Czech Republic and a UCSF team of surgeons, nurses and other health care providers, a 12-year-old Czech girl has a new outlook on life.

Born with no visible problems, Veronic Linhartova was six months old when she developed some difficulty opening and closing her jaw. By the time she had turned three the situation became serious enough for her mother to take her to a nearby hospital.

They met with pediatrician Marie Tolarova, who, along with colleagues, diagnosed Veronic as having *Temporomandibular Joint (TMJ) Ankylosis*, not a unique condition by US standards, but one the Czech physicians found more difficult to treat, especially in a child of that age. Veronic's chin also was not developing.

By the age of seven, Veronic's situation became even more serious. She couldn't breath properly. Czech surgeons decided they would perform a tracheostomy to help her breathing and implant a plastic joint to restore her jaw motion. The implant, however, was not successful.

By the age of 11, Veronic could not open her jaw at all. She had another operation. Again it failed.

At the same time, Tolavrova, who is president of the Society for Birth Defects in the Czech Republic, began her first year at UCSF as a visiting postdoctoral fellow in the Center for Craniofacial Anomalies. She was well aware of Leonard Kaban's renowned surgical work and the Center's success with a number of different head and neck surgeries. "I asked for Dr. Kaban's advice," says Tolavrova, "because Veronic was literally starving."

Kaban, who chairs the Department of Oral & Maxillofacial Surgery, had performed some two dozen operations of this nature, all successful. But, there was a problem . . . money.

Traveling to the US is expensive, not to mention the price of the surgery — $35,000. A fund soon was set up in the Czech Republic, whereby some $12,000 was raised, including $6,000 from well-known Czech author Joseph Skvorecky. At the same time, a second fund was set up in the US by Czech immigrants, which also raised $12,000.

Kaban agreed to perform the operation — at no charge. The OR staff also agreed that any costs incurred in the emergency room beyond the amount which was in the combined funds would not be charged.

Last month, Veronic was brought to UCSF to undergo an 11-hour operation to remove the plastic prosthesis and all bony fusion, and replace them with a "constadondral rib graft transplant," whereby the transplant tissue is attached to the jaw with tiny screws and will grow along with the existing tissue.

UCSF's surgery was a success. Veronic now is eating normal food and taking deep, healthy breaths. Meanwhile, the funds are beginning to grow again, which will allow her to return soon to UCSF to have orthodontic work and a second operation to restore her chin.

Poison Poster Contest Winners

Jessica Devine, a student at San Francisco's Argonne School, took top honors in the recent children's poster contest of the SF Bay Area Poison Control Center. Jessica and her 31 classmates took a Muni bus down to City Hall March 22 to view her winning entry, which was displayed along with 52 other posters that fetched honors in the contest. Jessica will receive a $100 US Savings Bond for her efforts.

Two brothers from San Lorenzo — Michael and Chris Pietrzykowski — placed second and third in the contest and will receive US Savings Bonds of $75 and $50 respectively. Both are students at Edendale School.

In addition, 50 honorable mentions, chosen from among the 250 entires, were on view during the week of March 22, which was designated National Poison Prevention Week.

The contest was sponsored by the poison center, which is based at SFGH, the School of Pharmacy, the Pharmacists Society of San Francisco and the Golden Gate Society of Hospital Pharmacists.

It's Richard, Not Robert

In the last issue of *Newsbreak* we ran a story on research being done by Richard Locksley on the leishmania parasite. We incorrectly identifed him as Robert.

Women's Faculty Association Meets

The UCSF Women's Faculty Association (WFA) will hold its annual meeting on Friday, April 2, from 4 to 6 p.m. in HSW 300. All interested faculty from the schools of Dentistry, Medicine, Nursing and Pharmacy are invited to attend.

The WFA recently elected new council members. They are Ginger Carrieri-Kohlman, nursing; Donna Ferriero and Heidi Jerome, medicine; Maria Elan Penaranda, dentistry; Peggy Radel, pharmacy; and Janice Schwartz, medicine and pharmacy.

The WFA promotes career development and retention of women on the faculty, provides a liaison with national women's organizations, and facilitates affirmative action and mentoring programs and care of dependents to allow for more productive career development.

Today/Tomorrow

27 Saturday

SJÖGREN'S SYNDROME

Symposium for the public & health professionals on Sjögren's syndrome, a chronic inflammatory disease that destroys the body's mucus-secreting glands. $25-$85. 8:30 a.m.-5 p.m. Call 476-5756 to pre-register.*

29 Monday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes & costs $60. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Fri., May 7: On Parnassus at Medical Cntr. Way.
- Tues.-Thurs., May 25-27: UCSF/Laurel Heights, 3333 California St.
- Thurs., June 3: UCSF/Daly City, 333 Gellert Blvd.

A mammogram also is available at the Mount Zion radiology department for $50. Call 885-7710.

OTOLARYNGOLOGY GRAND ROUNDS. S 214. 8-10 a.m.

AT-RISK DEAF PARENTS

Workshop about new research on children of deaf parents, neuropsychological assessment of at-risk parents, the impact of child abuse on the family system & the results of a five-year class for deaf parents. Sponsored by the Center on Deafness. Laurel Heights Conf. Cntr. 9 a.m.-noon. Call Nancy Welt at 476-4980 (voice) or 476-7600 (TTY) to pre-register.*

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 9:30 a.m.

VAMC NEUROPATHOLOGY ROUNDS. 2A47, VAMC. 10 a.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

PICK UP SOME TRICKS

The School of Medicine and ITS sponsor this forum to showcase & exchange the applications/templates & computer "tricks" administrators have developed to make their work easier. Stop by & try cost transfers, personnel databases, budget status projects & much more. Millberry Conf. Cntr. 12:30-4:30 p.m.*

LABORATORY MEDICINE GRAND ROUNDS: *Development of Cell-Free Hemoglobin as a Blood Substitute.* Robert Roth, Lab. Med. L 535. 4-4:50 p.m.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

UROLOGIC PHYSIOPATHOLOGY CONFERENCE. M 464. 5-6 p.m.

30 Tuesday

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

JOINT AIDS CLINICAL RESEARCH CENTER/ CENTER FOR AIDS RESEARCH AIDS/HIV ROUNDS: *Molecular Biology of HIV Infection.* Warner Greene, Gladstone Inst. Toland Hall. 8-9 a.m.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: Resident's Forum. C 701. 8 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

SFGH PEDIATRIC GRAND ROUNDS: *Minding the Body: Three Recent Advances in Developmental Psychobiology.* Tom Boyce, Behav. & Dev., SFGH. Carr Aud., SFGH. 8:30-9:30 a.m.

OB/GYN GRAND ROUNDS: *State of the A.R.T.* Mary C. Martin, Ob/Gyn., SFGH. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 9 a.m.-noon. Call 476-1196.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

MEDICAL ANTHROPOLOGY SEMINAR: *Difficult Patients: A Medical Response to Old Age.* Norman Fineman, Med. Anth. Rm. 218, Laguna Honda Schl. 3:30-5 p.m.

MOON LECTURE

The Intrahepatic Bile Ducts in Health & Disease. Roderick N.M. MacSween, Path., U Glascow. Henry D. Moon Lecture sponsored by Dept. Path. Toland Hall. 3:30 p.m. Reception to follow at 5 p.m. in Millberry Conf. Cntr.

BIOCHEMISTRY & BIOPHYSICS SEMINAR: *A "Proofreading" Exonuclease Activity Associated with Mammalian RNA Polymerase II.* Diane Hawley, Chem. & Inst. Mol. Bio., U Oregon. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY RESEARCH SEMINAR: *HTLV-I Associated Myelopathy.* John Engstrom, Neuro. S 664. 5-6 p.m.

31 Wednesday

SPINE CONFERENCE ROUNDS. C 417. 7-8 a.m.

SURGERY GRAND ROUNDS: *Morbidity & Mortality Conference.* Verna C. Gibbs, Surg. Toland Hall. 7-8:30 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *HBsAF-Negative Hepatitis B Infection.* Bhupinder N. Bhandari, Gastroent. S 214. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR: *Fetal Obstructive Uropathy: Recent Observations.* Roy A. Filly, Ultrasound Diag. Section. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS: Clinical Cases. S 214. 9-10 a.m.

BIOPHYSICS 205 SEMINAR: *Mechanisms of Recombination I.* John P. Murname, Lab. Radiobio. & Env. Hlth. LR 213. 10:30 a.m.-noon.

BROWN BAG LECTURE SERIES: *Can We Produce a Map of the Human Brain?* Joseph B. Martin, Neuro. & Med., explores the complexities of the human brain. Sponsored by Campus Tours/ Speakers Bureau. HSW 300. Noon. Call 476-4394.*

SCHOOL OF NURSING PRIMARY HEALTH CARE LECTURE SERIES: *Empowerment in a Constraining Sociopolitical Climate.* Carmen Eribes, MHCAN. N 517. Noon-1 p.m.

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *Barrier Function of Human Epidermal Keratinocyte Air/Liquid Culture.* Vivien H.W. Mak, Pharmatrix Corp. S 214. 1-2 p.m.

PSYCHIATRY GRAND ROUNDS: *Group Treatment for Childhood Sexual Trauma: Is Telling the Story Enough?* Marianne Goodman, Psychr.; Amy Tyson, Child & Adol. Psychr. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

TRANSFUSION RESEARCH FORUM. L 535. 3-4 p.m.

SEMINARS IN BIOLOGY SERIES: *Force Generation by the Microtubule-Based Motor Protein Kinesin.* Jonathon Howard, Physio., U Wash. HSW 300. 4 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

UROPATHOLOGY CONFERENCE: *Prostate Pathology.* Noel Weidner, Path. M 464. 5-6 p.m.

SAVING LIVES DOWN UNDER

Australian Emergency Medical Services. Greg Gibson, editor & publisher of *Ambulance World,* Australia. Journal club meeting of the Cntr. Prehosp. Res. & Training. Refreshments served. Two CEUs for paramedics & nurses. 7-9 p.m. Call 476-8502.*

1 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Education in Internal Medicine in Japan.* Lawrence M. Tierney, Med. & Med. Serv., VAMC. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Pediatric Small Intestinal Transplantation.* Samuel Kocoshis, Ped. & Ped. Gastroent., Children's Hosp., Pittsburgh. S 664. 8-9 a.m. Followed by refreshments.

CANCER PANEL

The President's Cancer Panel of the National Cancer Institute meets to discuss the UCSF-based Specialized Program of Research Excellence (SPORE) in Breast Cancer & SPORE's relationship to Bay Area breast cancer patient organizations. Millberry Conf. Cntr. 8:30 a.m.-12:30 p.m.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Cancer Screening.* Stephen McPhee, Med. *Medi-Cal/Medicare National Health Insurance.* Joseph Barbaccia, FCM, Mem. Clin. & Alzheimer's Cntr. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

NEUROSCIENCE SPRING SYMPOSIUM APRIL 1 & 2

Life & Death in the Developing Vertebrate Brain. Martin Raff, Bio., U Coll. of London; Dennis O'Leary, Salk Inst.; William Harris, Bio., UCSD. Thurs., 2-5 p.m. in HSW 300. Fri., 9 a.m.-noon & 2-5 p.m. in Cole Hall.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

PRIMARY CARE GRAND ROUNDS: *Update on Antiretroviral Therapy.* Harry Hollander, Med. & Stom. A 455. 4:30 p.m.

SHELINE LECTURE

Boron Neutron Capture Therapy — A Truly Selective Radiation Effect. Philip Rubin, Rad. Onc., U Rochester, NY. Glenn Sheline Lecture sponsored by Depts. Neurosurg. & Rad. Onc. HSW 302. 5 p.m.

ARTS & PERFORMANCES' COLE HALL CINEMA: *Malcolm X.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:30 (early start) & 9:15 p.m. (Movies subject to change.) Call 476-2542. Check out the new sound system!*

APRIL FOOL'S PARTY

Bay Echo & I. Magnin sponsor this benefit for the UCSF Div. of Ped. Onc. Features "The Invisible Band," plus complimentary cocktails & hors d'oeuvres. $20. I. Magnin, Geary & Stockton Sts. 7:30-10:30 p.m. Call 905-5824 for reservations.*

2 Friday

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

RADIATION ONCOLOGY SPECIAL LECTURE: *Molecular Mechanisms of Late Radiation Effects.* Philip Rubin, Rad. Onc., U Rochester, NY. L 34. 8 a.m.

SAN FRANCISCO TREATMENT RESEARCH UNIT SPRING COLLOQUIUM: *The Use of Pain Medications with Substance Abusing Clients.* Several speakers. Laurel Heights Conf. Cntr. 8 a.m.-noon. Call 255-3519 for information & pre-registration.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Nitroglycerine: New Mechanisms of Action of an Old Drug.* Henning Shröder, Pharmacol., Heinreich-Heine U, Dusseldorf, Germany. S 1364. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Healing Treasures of Africa.* Unity minister Lorraine Allen connects the African perspective with a metaphysical approach that reveals the union between medicine and spiritual healing. N 721. Noon. Call 564-4416.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *The Regulation of Inducible & Tissue-Specific Expression of the Human Erythropoietin Gene.* Peter T. Curtain, Med. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

PROS MEETING

The Professional Research Organization for Staff holds a general meeting for staff research associates & specialists. HSW 302. Noon-1 p.m.

WOMEN'S FACULTY ASSOCIATION MEETING

Female faculty from the Schools of Dentistry, Medicine, Nursing & Pharmacy are invited to the Women's Faculty Association annual meeting. HSW 300. 4-6 p.m. (See story on page 3.)

ARTS & PERFORMANCES' COLE HALL CINEMA: *Malcolm X.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:00 (early start) & 9:45 p.m. (Movies subject to change.) Call 476-2542. Check out the new sound system!*

3 Saturday

ANESTHESIA GRAND ROUNDS. HSW 301. 8-10 a.m.

UROLOGY GRAND ROUNDS: *Three Cases of a Solid Renal Mass.* Lawrence Werboff, Uro. *History of Venogenic Impotence.* Sakti Das, private practice. *Your Stake in the American College of Surgeons.* Frank Hinman, Jr., Uro. HSW 300. 8:30-11 a.m. Preceded by case presentations.

BASIC CARPENTRY

Women Empowering Women tradeswomen teach this hands-on workshop in the use of hand & power tools, basic carpentry skills & safety on the job. $45-$60. Sponsored by the Women's Resource Center. N 517. 9 a.m.-4 p.m. Call 476-5222 to pre-register.*

SELF-DEFENSE FOR WOMEN

Nina Otis Haft, certified self-defense instructor, presents this six-hour workshop on streetwise personal safety, defense & escape methods. $40-$65. Sponsored by Rape Prev. Educ. Prog. Millberry Fitness Cntr. 10 a.m.-5 p.m. Call 476-5222 to pre-register.*

LOW VISION FORUM: *Affairs of the Heart.* Carlin Long, Cardio., discusses everything from the basics of the cardiovascular system to what's state-of-the-art in diagnosing & treating heart disease. Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

5 Monday

MILLBERRY REGISTRATION

Register for spring classes at Millberry Fitness Center beginning today. Free sneak preview of new classes available. 7 a.m.-7 p.m. Call 476-1115.*

- Mon., Apr. 5: UCSF students & Millberry members.
- Tues., Apr. 6: UCSF employees & general public.

OTOLARYNGOLOGY GRAND ROUNDS. S 214. 8-10 a.m.

PLAZA PULSE

Trance Mission. Ancestral boogie with clarinet, percussion and didgeridoos on Fri., Apr. 2. Sponsored by Arts & Performances. Plaza Grill. Noon.*

Mar. 27-Apr. 9, 1993

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 9:30 a.m.

ROSES, GARLIC & GUNS

Roses, Garlic & Guns: Changing Images of Women Through a Century of Advertising. Juliana Sivulka, Academy of Arts Coll., discusses the demeaning & violent portrayal of women in advertising & possible solutions. Deadly Images lecture/film series sponsored by the Psychiatry Women's Task Force. Rm. 7M30A, SFGH. 11 a.m.-1 p.m. Call Deanne Berger-Moudgil at 206-8426.*

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

PSYCHIATRY/BIOCHEMISTRY HUMAN GENETICS SEMINAR. HSW 300. 3:30-4:45 p.m.

CVRI/PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY: *Connections with Connexins: Interactions Between Cellular Communication & Adhesive Systems.* Daniel A. Goodenough, Anat. & Cell. Bio., Harvard. S 1364. 4-5 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Idiopathic CD4+ T-Lymphocytopenia (ICL) & Transfusion Safety.* Michael Busch, Lab. Med. L 535. 4-4:50 p.m.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

URORADIOLOGY CONFERENCE. M 464. 5-6 p.m.

6 Tuesday

PLASTIC SURGERY GRAND ROUNDS: Problem Cases. Davies Med. Cntr. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

COMBINED ORTHODONTIC/ORTHOGNATHIC SURGERY GRAND CONFERENCE: *Sleep Apnea: Orthodontic Perspective.* Kenneth Holman, private practice. C 701. 8 a.m.

OB/GYN GRAND ROUNDS: *Radiation Therapy in the Treatment of Cervical Cancer.* Patrick S. Swift, Rad. Onc. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

CAMPUS AMNESTY INTERNATIONAL MEETING: Meets the first Tuesday of each month. MU 111. Noon-1 p.m.

STRESS REDUCTION

Stress & How to Find Your "R" Zone. The first in a two-session self-guided stress management seminar sponsored by the Landberg Center. N 417. Noon-1 p.m. Call Mary at 564-3515.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR: *Telomeres & Telomerase in Cellular Senescence & Immortalization.* Carol Greider, Cold Spring Harbor Lab. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Spinal Mechanisms in Nociceptive & Neuropathic Pain.* Alan Basbaum, Anat. & Physio. S 664. 5-6 p.m.

7 Wednesday

SPINE CONFERENCE ROUNDS. HSE 317. 7-8:30 a.m.

SURGERY GRAND ROUNDS. Toland Hall. 7-8 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Glucocorticoid Therapy.* John Baxter, Med. HSW 301. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Susceptibility in Relationship to Environmentally Induced Disease.* Alyce Bezman Tarcher, Epid. & Biostat. A 455. 8-9 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *The Treatment of Pancreatic Pseudocyts.* David W. Chui, Gastroent. S 214. 8-9 a.m.

ENDOCRINE GRAND ROUNDS: *The Incidence & Impact of Diabetes Mellitus — MRFIT Experience.* Jerome D. Cohen, Int. Med. & Prev. Cardio. Prog., St. Louis U. M 1486. 8:30 a.m.

*Open to the public.

NUCLEAR MEDICINE SEMINAR: *Bone Densitometry.* Harry K. Genant, Rad., Med. & Orthosurg. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS: *Why Do Alcoholics Develop Liver Fibrosis?* Jaquelyn J. Maher, Med., SFGH. S 214. 9-10 a.m.

BIOPHYSICS 205 SEMINAR: *Mechanisms of Recombination II.* John P. Murname, Lab. Radiobio. & Env. Hlth. LR 213. 10:30 a.m.-noon.

BROWN BAG LECTURE SERIES: *Cancer: Where's the Cure?* I. Craig Henderson, Med. & Clin. Onc., discusses the progress toward more effective cancer treatment. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon. Call 476-4394.*

SCHOOL OF NURSING PRIMARY HEALTH CARE LECTURE SERIES: *Community Workers Within the US: Models of Excellence.* Juliene Lipson, MHCAN. N 517. Noon-1 p.m.

WOMEN'S RESOURCE CENTER PRESENTATION: *Ring of Power: Love vs. Power in the Dysfunctional Family.* Jean Bolen, Psychr., author & Jungian analyst, uses Wagner's Ring Cycle operas to interpret problems in today's families. Toland Hall. Noon-1 p.m. Call 476-5836.*

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *From Placenta to Skin: The Biochemistry of Icthyosis.* Larry J. Shapiro, Ped. HSE 336. 1-2 p.m.

PSYCHIATRY GRAND ROUNDS: *Psychiatric Aspects of Abortion.* Nada L. Stotland, Psychr. & Ob/Gyn., U Chicago. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

TRANSFUSION RESEARCH FORUM: *Vertical Transmission of HCV.* Michael Thaler, Ped. L 535. 3-4 p.m.

BOOK SIGNING

Help celebrate the publication of *The Healer's Tale: Transforming Medicine & Culture,* by Sharon Kaufman, Soc. & Behav. Sci. Millberry Book Store. 4-5:30 p.m. Call 476-1666.*

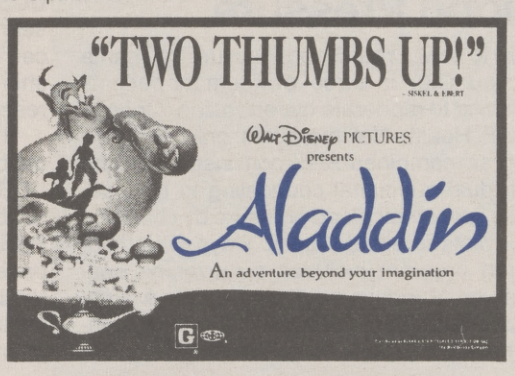
SEMINARS IN BIOLOGY SERIES: *Signal Transduction & Protein Tyrosine Dephosphorylation.* Nicholas Tonks, Cold Spring Harbor Lab., NY. HSW 300. 4 p.m.

DEPRESSION FORUMS

LPPI sponsors three public educational forums on Wed., Apr. 7, 14 & 28, explaining that depresson is a medical illness for which effective treatments are available. Rm. 371, LPPI. 4 p.m. Call 476-7394. (See story on page 6.)*

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

URO-ONCOLOGY CONFERENCE. M 464. 5-6 p.m.



FAMILY MOVIE NIGHT

Bring your family & watch *Aladdin* for $2 a kid (age 1 through 99). Millberry Programs & Services & EMPACT! sponsor this exclusive showing for UCSF students, employees & their families. Buy tickets in advance at Millberry Central Desk. (Bring ID.) Cole Hall. 6:30 p.m. (*Aladdin* also will be shown through Cole Hall Cinema on Thurs., Apr. 8, & Fri., Apr. 9.)

8 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Antioxidant Vitamins & Health.* Robert B. Baron, Clin. Med., Prim. Care Int. Med. Residency Training Prog. Toland Hall. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Helicobacter Pylori: An Important Pathogen in Children?* John Snyder, Ped. Gastroent. & Nutr. S 664. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *HEDS Trial: Results of Randomized Studies of Herpetic Eye Disease.* Chandler Dawson, Proctor Fndt. S 214. 8:30-10 a.m. Preceded by case presentations: *Ocular Oncology.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

ONGOING SUPPORT GROUPS

MONDAY

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. 3rd fl. Conf. Rm., MCB. Noon.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-6445.*

ALZHEIMER'S SUPPORT GROUP: For caregivers, family & friends of people with Alzheimer's or other dementing illnesses. First Monday of each month. Ground Fl. Conf. Rm., Alzheimer's Clin., 1350 7th Ave. 7-9 p.m. Call (800) 942-1333.*

TUESDAY

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

LUPUS SUPPORT GROUP: Second Tues. of the month. C 27, MZ. 7-9 p.m. Call 885-1720.*

WEDNESDAY

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. 3rd fl. Conf. Rm., MCB. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients experiencing fear, anxiety, confusion & stress. A six-week series. Call Kathleen Congdon at 885-7227.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treaments. Call Laura Deering-Mayclin at 476-7394 for more information.

THURSDAY

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

FRIDAY

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on alternate Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 586-8600.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hyperlipidemia.* Robert Baron, Clin. Med., Prim. Care Int. Med. Residency Training Prog. A 455. 10 a.m-noon.

CLINICAL PATHOLOGY CONFERENCE. S 1364. 10-11 a.m.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

DENTISTRY DEAN'S SEMINAR

The Consequences of Scientific Misconduct. Drummond Rennie, Med. & Inst. Hlth. Policy Stud. C 701. 12:30-2 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEUROSCIENCE SEMINAR. HSW 300. 4 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *Update on the Management of CHF.* William Parmley, Med. & Cardio. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 303. 5-6:30 p.m.

DOMESTIC PARTNERS AT UC

Come learn about the campaign to make domestic partner benefits available to all gay, lesbian, bisexual & heterosexual UC employees from Nancy Stoller, Community Stud., UC Santa Cruz, & consultant Charles Seltzer. Sponsored by Out at UC. LPPI Aud. 5:30-7:30 p.m. Call 255-1332.*

ARTS & PERFORMANCES' COLE HALL CINEMA: *Aladdin.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 7:45 p.m. (Movies subject to change.) Call 476-2542. Check out the new sound system!*

9 Friday

ORTHOPAEDIC PEDIATRIC CONFERENCE. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR. S 1364. 11 a.m.

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *PTHrP & the Regulation of Chondrogenesis.* Gordon J. Strewler, Med. & Endo., VAMC. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

ARTS & PERFORMANCES' COLE HALL CINEMA: *Aladdin.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:30 p.m. (Movies subject to change.) Call 476-2542. Check out the new sound system!*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Demystifying Gift/Private Grant Acceptance. Thurs., Apr. 8. 9 a.m.-noon. $40.

General Ledger & Accounting. Thurs., Apr. 8. 8:30 a.m.-4 p.m. $50.

Survival Skills for the Administrative Assistant. Tues., Apr. 13, 20, 27. 8:30 a.m.-12:30 p.m. $60.

Presentation Skills. Fri., Apr. 23. 8:30 a.m.-4:30 p.m. $125.

Supervising in the Workplace: Managing Employees with Chemical Dependency Problems. Thurs., Apr. 29. 8:30 a.m.-noon. $40.

Interview & Selection for Supervisors & Managers. Tues., May 4. 8:30 a.m.-noon. $40.

Problem Solving for Supervisors & Managers. Tues., May 4, 11, 18, 25, June 1, 8, 15, 29. 1-3 p.m. $150.

Telephone Communication Skills Training. Wed., May 5. 1-4:30 p.m. $40.

Productive Communication for Managers & Supervisors. Thurs., May 6. 9 a.m.-2 p.m. $70.

Materiel Management Workshop — Module I. Fri., May 7. 8:30 a.m.-12:30 p.m. $50.

Vendor Payments. Tues., May 11. 8:30 a.m.-noon. $40.

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251, registration 476-5808 unless otherwise noted.

Sixth Annual Primary Care Medicine: Update 1993. Inter-Continental Resort, Maui, Hawaii. Apr. 10-17.

The Postgraduate Course in General Surgery. Ritz-Carlton Hotel, SF. Apr. 15-17.

Rheumatology for Primary Care Physicians. ANA Hotel, SF. Apr. 22-24.

Post-Traumatic Stress Disorder: Advances in Mechanisms & Treatment. Laurel Heights Conf. Cntr., SF. Apr. 24. Call Debra Moore at 476-7520.

Fourteenth Annual Advances in Infectious Diseases. Sheraton Palace Hotel, SF. Apr. 28-30.

Twenty-Sixth Annual Advances & Controversies in Clinical Pediatrics. Sheraton Palace Hotel, SF. May 13-15.

Twenty-First Annual Advances in Internal Medicine. Ritz-Carlton, SF. May 24-28.

Ninth Annual Current Issues in Anatomic Pathology: 1993. Mark Hopkins Hotel, SF. May 27-29.

Fourth Joint LWPES/ESPE Meeting. Fairmont Hotel, SF. June 3-7.

THE NEXT DEADLINE

Tues., Mar. 30, 1993 is the deadline for items to be listed in the next calendar, which covers **Apr. 10-23, 1993 (two weeks).** They must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, call 476-1541, send a fax to 665-8668, or bring it to S 20.

Special Insurance Enrollment for Family Members

Beginning mid-April, in a special enrollment period, UC will require re-enrollment of all family members currently covered by the UC-sponsored medical, dental, optical and legal insurance plans. Family members who are not re-enrolled will lose coverage.

The special enrollment period is part of a UC Systemwide effort to computerize information on family members covered under UC's group insurance plans. According to the UC Benefits Program, computerization will allow the University to save money by eliminating coverage of ineligible dependents and by reducing the amount of time spent manually verifying the eligibility of covered family members.

In mid-April, UC Benefits will send an information packet to all employees who have medical, dental, optical and/or legal insurance. Upon receipt of the packet, employees must complete and return the enrollment form to ensure continued coverage for their family members. Any family member who is eligible, but is not currently covered, also may be added.

All employees with two-party or family coverage must complete and return the form promptly. Coverage will be cancelled for family members who are not enrolled during the special enrollment period.

Attention Faculty: Want to Be a Wellness Lecturer?

UC faculty on the six health sciences campuses — Berkeley, Davis, Irvine, Los Angeles, San Diego and San Francisco — are invited to submit an abstract and application for the 1993 Wellness Lecture Series.

The lecturers will be responsible for one paper and two lectures drawn from the paper — one to the awardee's campus community and one at a statewide forum and roundtable discussion.

The Wellness Lecture series is a joint effort of the UC Office of the President and Health Net. Each lecturer will receive $2,500 plus $1,200 for research assistance and editing expenses. The six papers will be widely distributed to health policy leaders and health care providers throughout the state. The lectures should address policy implications or service issues, including clinical or personal recommendations for improving the health of Californians through wellness efforts.

Completed application forms, including an abstract of two pages, must be received before 5 p.m. on Friday, April 23. Application forms are available though the Office of Research Affairs, 476-2977. For further information call (510) 987-9711.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of February 28, 1993). The newly reported "annualized yield" reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0056	7.32%	7.45%
Money Mkt	.0026	3.43%	3.44%
ICCF	.0061	7.98%	8.14%

	Unit Value	1-Year Change	3-year Average Annual Yield
Bond	$58.51	19.0%	15.69%
Equity	$92.12	11.1%	14.20%
Multi-Asset	$13.58	10.7%	N/A

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

ITS Public Computing Facility Closes

Information Technology Services' (ITS) public use facility in Rm. U 64 has permanently closed. The Library and Center for Knowledge Management has taken responsibility for instructional computing, resulting in the following changes:

- Computer access is restricted to UCSF faculty, staff, students, residents and fellows, who may use the Library's Interactive Learning Center (ILC) during regular hours, and the former ITS classroom in Rm. U 66 through mid-June during non-Library hours.
- Laser printing from Macintosh and DOS microcomputers is available at both the ILC and in U 66 for $0.225 per page. Users must first purchase a copy card from the Library Copy Center on the second floor. Laser printing also is available at the School of Nursing computer facility for $0.25 per page.
- ITS classes will be taught in U 66 until mid-June. Details still are being worked out for ITS to offer future classes in ILC. Call 476-2974 or 476-6239 for further information.
- Account applications are available at ILC Service Desk or by calling 476-4573.
- Free consultation now is limited to the telephone. Call ITS Help Line at 476-4744.
- Procedures for exam grading have changed. Call 476-3012.

Salary Cuts *(from page 1)*

outside monies, for example federal funds?

A: For the most part, if you are part of the UCRP retirement system, then you will have your salary cut and your retirement enhanced. And that cut will be based on your full salary.

Q: *Is a pay cut based on a sliding scale still being considered?*

A: We had considerable discussion about that. Many people preferred that. However, the problem we ran into was what is called a CAP — Capital Accumulation Provision. If a higher paid person has more taken out of her or his salary, and that same amount is applied to retirement, then that person has an unfair advantage of having more deferred income, which, depending on the amount, is higher than what the federal government allows. In terms of whether discussions are still going on, I suppose they could continue.

Q: *Why is UC granting merits and at the same time instituting pay cuts?*

A: The faculty, through the Academic Council, wanted merits, even to the point of agreeing to take a pay cut. That was their highest priority. Therefore we granted full-year merits for faculty and half-year merits for staff.

Q: *Will the merits be based on a reduced salary or regular salary?*

A: That hasn't been determined as yet.

Q: *People are concerned about their health plans. What is meant by "capping health benefits?"*

A: We have about six different health plans, and they differ from campus to campus. Prudential High Option is the most expensive. We will be using the lowest cost HMO. Employees will have to pick up the added cost for higher-priced options.

Q: *When will we know about additional layoffs?*

A: As soon as we know the amount that each campus must cut. It's up to each campus to decide on how to handle each of the cuts. But, I don't know exactly when that all will occur.

Three Open Forums on Depression

As part of a nationwide campaign to educate the public about depression as a medical illness for which there are effective treatments, LPPI is sponsoring several public educational events in April.

Open forums will be held on three Wednesdays — April 7, 14 and 28, at 4 p.m. in LPPI, Rm. 371. In addition, a "depression information center" will be set up in the ACC lobby on Monday, April 12, from 9 a.m. to 2 p.m. On this date, psychiatric clinical nurse specialists Laura Deering, Margaret Turlington and Jill Nusbaum will be available to answer questions concerning depression in both children and adults.

For further information, call 476-7394.

Fun Zone

Get Your Friends Together for a Bash at the Black & White Gala

You could do a lot of dancing and laughing with a table full of friends and co-workers, right? So, why not reserve a table for 10, dust off the dress or tux you bought for the Inauguration but didn't get to wear, and make a grand night of it at the Black & White Gala on Fri., Apr. 16?

Although the dress code is formal, the ambience is anything but. You'll be dancing your sweet bippy off to the Swing and Motown tunes of The Richard Olsen Orchestra. For $20 for UCSF faculty, staff and guests, and $12 for students, you can have more fun than should be legal and at the same time benefit the UCSF AIDS Health Project's Minority Teen Education program. The time and place for all this excitement? 8 p.m. to 2 a.m. at the Showplace Galleria. Tickets are available at Millberry Central Desk and all EMPACT! ticket locations. If you plan to reserve a table, do it before Fri., Apr. 9, at Millberry Central Desk. Call EMPACT! at 476-2675. The Black & White Gala is sponsored by Founders Day, ASUC and EMPACT!.

Some other campus doings to get your blood moving:

- **Sounds Wacky, But Why Not Try Wallyball?** If you like your sports to be "off the wall," Wallyball should appeal to you. A variation of volleyball, the game is played in an enclosed court. Sign up your three-person team at the Intramurals/Club Sports table outside Millberry Fitness Center until 9 p.m. on Mon., Mar. 29. Call 476-0356 for more information.
- **Family Night at *Aladdin.*** Get ready for a magic carpet ride, because Millberry Programs & Services and EMPACT! are offering an exclusive showing of Disney's *Aladdin* on Wed., Apr. 7, for UCSF students, employees and their families. Bring ID to buy your tickets at the Millberry Central Desk. Tickets are $2 for kids age 1 to 99. Cole Hall. 6:30 p.m. Call 476-2542. (*Aladdin* also will be shown on Thurs. & Fri., Apr. 8 & 9, through Cole Hall Cinema.)
- **Discovery Day Camp Sign-ups Are Nearly Upon Us.** Outdoors Unlimited's Discovery Day Camps for kids 6 to 13 years old are on for the summer. Sessions run for two weeks and range in focus from science and nature, to building self-esteem through art and shared adventure. Sign up your kids Mon., Apr. 12, for Millberry members, UCSF students and staff and Tues., Apr. 13, for the general public. Call 476-0417 for more information.
- **Keep Your Eyes on the Prizes — Club Med Vacation, San Diego Weekend, Autographed Ronnie Lott T-Shirt . . .** Maybe you should buy a few more EMPACT! raffle tickets, hmm? Call 476-2675.

Diet and Lowering Blood Pressure

"How to Lower Your Blood Pressure by Changing Your Diet" is a free program for patients with mild to moderate hypertension. Open to UCSF Health Net members only, the new program combines classroom instruction and individual nutritional counseling to help patients lower their blood pressure by changing their diets in simple, basic ways. This two-month program includes six evening sessions on Mondays beginning in late March. Physician referral is required. For further information, call Julie Torgeson at 476-0373.

NCI Cancer Panel Meets April 1

The President's Panel of the National Cancer Institute is holding a public meeting on Thurs., April 1, from 8:30 a.m. to 12:30 p.m. in the Millberry Conference Center to discuss the UCSF-based Specialized Program of Research Excellence (SPORE) in Breast Cancer, its research objectives and the relationship of SPORE to Bay Area breast cancer research organizations.

I. Craig Henderson, chief of medical oncology, director of clinical programs at the UCSF Cancer Center at Mount Zion and co-director of the SPORE project with California Pacific's Helene Smith, will moderate the panel discussion. Other speakers include Virginia Ernster, chair, epidemiology and biostatistics, and cancer researchers Christopher Benz and Marc Shuman.

MCB *(from page 1)*

to Cal-OSHA standards. Air samples taken from MCB contained a fraction of that amount — .055 parts per billion or less.

The Environmental Health & Safety office began the most recent air monitoring program after several MCB workers reported health problems ranging from respiratory symptoms to minor skin rashes and complained of paint odors in the building, says J. Leroy Balzer, assistant vice chancellor for Environmental Health & Safety.

The air monitoring program focused on Diisocyanate, a component of several polyurethane paints used in proximity to intake fans that supply MCB with fresh air.

The six-story Mission Center Building at 1855 Folsom Street houses a variety of UCSF administrative offices and laboratories. Located in a warehouse and industrial area, MCB sits between an automobile body shop and the San Francisco Municipal Railway Barn. Air intakes serving most of the building are located at the northwest corner of the building and above the auto body shop, the report notes.

Those complaining of health problems work in offices located on all floors of MCB, but their work locations appear to be concentrated in the northwest corner of the building, Balzer says.

Air samples were taken from a variety of locations in the building during the weeks of January 11 and March 1. Samples taken in January contained levels of Diisocyanate ranging from .024 parts per billion to .055 parts per billion. Samples collected in March revealed no detectable levels of Diisocyanate.

Although the amount of paint chemicals found in MCB air samples is far below Cal-OSHA limits, Balzer emphasizes that UCSF acknowledges the sincerity of the concerns and authenticity of the symptoms reported by workers in the building.

UC is committed to cooperating with the building occupants and neighborhood businesses and residents to eliminate or reduce exposure to the chemical, Balzer says.

The report outlines several options for addressing the problem, including the following:

- Initiate talks with owners of the auto shop to determine if additional reductions in paint fume emissions might be possible at the source. Bay Area Air Quality Management District records indicate that the operations comply with air quality regulations.
- Move air intakes to another location on the building.
- Evaluate operation of the MCB ventilation system to ensure proper maintenance and operation.

For further information call Eugene Lau at 476-1794 or Woody Hill at 476-3576.

Medsounds Continued

You're Invited . . . to a Disaster

All Parnassus employees are invited on Thursday, April 15, to a disaster. Not the real disaster on that day — paying your income taxes — but a fake one: the semi-annual disaster drill.

The one-hour drill will start about 8 a.m. with the words, "Operation Triage is now in effect — this is a drill," announced over the public address system.

Cardboard mannequins and real people will play disaster victims at the activated disaster sites. They will assemble at the triage site, located in the Emergency Department parking lot, and then move on, according to their degree of injury, to the immediate care area inside Emergency or the delayed care area in the Physical Therapy.

Although only a few areas of the Medical Center will actively participate in the drill, all departments and units should involve themselves in some way, says Kathy Lenihan, a nurse in Adult Cardiology who serves as co-chair of the Disaster Committee along with Odelia Braun, medical director for the Center for Prehospital Research and Training.

"We recommend that managers meet with their personnel to review what they need to do in the event of a real disaster," says Lenihan. "If they can't do it during the drill — in ICU you can't pull every nurse from the bedside — we recommend that they discuss their department's disaster plan with every employee sometime during the day."

During the drill, employees also will receive a disaster drill questionnaire similar to the sample questionnaire included on this page. Employees are asked to complete the questionnaire and return it to the committee.

A critique showed last October's drill to be generally a success, although a few areas for improvement were identified, such as difficulty in hearing pages on some units and a recommendation that lettering that glows in the dark be used on disaster bins.

Lenihan says that during the 1989 earthquake the disaster procedures worked well.

"We lost regular power but the emergency generator kicked in immediately," she says. "A lot of employees reported to the personnel pool, a lot of physicians reported to the Emergency Department, and the nursing supervisor initiated Operation Triage and set up the disaster control center. Everything went smoothly."

Review Session for Managers

As a result of the '89 earthquake, the Disaster Committee added an educational component to better inform managers and supervisors about disaster procedures. A disaster review session for managers and supervisors on both campuses will take place Wednesday, April 7, from 9-11 a.m. in Cole Hall. Speakers will include Marian Ritchie, infection control coordinator at Mount Zion; Kathy Harrison, a physical therapist; Anne Kopt, psychologist, faculty, staff and student assistance program.

Ob Practice Opens in Marin

A satellite UCSF faculty practice has recently opened in Marin County to better serve referral patients who live in the North Bay. The practice is weighted toward obstetrics and gynecology, and consists of the following ob/gyn subspecialities: fertility, covering infertility services, reproductive endocrinology and in vitro fertilization; genetics, including amniocentesis, chronic villus sampling and genetics counseling; and gynecologic oncology.

A menopause evaluation program conducted through Radiology is also available, as is an allergy practice, beginning Tuesday, April 6, which may include a travelers clinic for immunizations.

"The new practice means that patients referred to us no longer have to come all the way into San Francisco," says Julie Ballard, faculty practice manager for the Department of Ob/Gyn & Reproductive Services. Ballard worked with ob/gyn chief administrator John O'Connor to set up the practice.

The practice, which could expand to include other departments, is located at 21 Tamal Vista Blvd., Corte Madera. The telephone number is 476-5559.

In the Rainbow Clinic: (Left to right) Tamar Gershon, Dawn McGuire, who is a UCSF neurologist, her son, and pediatrician Nick Giardini.

New Rainbow Clinic Opens in ACC

A pediatric clinic designed to meet the special needs of gay and lesbian adolescents and the children of gay and lesbian parents opened this month in the ACC.

"It's important that a family feel respected and in an environment where they feel open to discussing important concerns about their children and families," says Tamar Gershon, a pediatrician and clinic coordinator, explaining why the Rainbow Clinic was created.

"But in some situations," she continues, "gay and lesbian couples don't feel that they can talk about their partners or family situation because the provider is unsympathetic. Important things can get left out. The practitioner needs to understand the whole family and not just the medical condition."

The clinic was conceived about two years ago by Gershon and Larry Petko, a Medical Center pediatrician who subsequently died of AIDS. Petko's illness and death stalled the project's progress much of last year, but in October Gershon pushed forward with a proposal to Pediatrics.

"I got a lot of support from people in Pediatrics, especially [ACC pediatricians] Lucy Crain and Bob Pantell," Gershon recalls, "and with their help I was able to get it organized."

"Studies show that lesbians often don't seek health care because they've experienced so much stigmatization," says Gershon. "One of my concerns was that gay and lesbian families were experiencing stigmatization, and so it would be more difficult for them to receive good health care."

Located on the second floor in Pediatric Practice 1, the Rainbow Clinic is open the first and third Mondays of every month, 5-7:30 p.m. Urgent care and telephone advice are available 24 hours through faculty practice. MediCal and most private insurers cover clinic fees. Appointments may be made weekdays, 9 a.m. to 5 p.m. by calling 476-6410.

In addition to Gershon, the clinic practitioners include pediatricians Nick Giardini and Tina Gabby and pediatric nurse practitioner Liz San Luis. To augment the clinic care, Gershon and her colleagues are planning to develop parenting workshops, discussion groups for children and adolescents and a resource library. They also plan to create a curriculum to help health care providers become better attuned to the needs of gay and lesbian families and adolescents.

"Trust is important," says Gershon, "because if parents trust the pediatrician it's more likely that they will get good care."

Disaster Quiz

In preparation for the Thursday, April 15, disaster drill, test your disaster plan knowledge with the following quiz. The answers are at the bottom of the quiz.

1. *What is the code word for implementing the disaster plan?*
   a. Operation Exit
   b. Operation Triage
   c. Dr. Red
   d. Code Blue

2. *Where is the Disaster Control Center (DCC) located?*
   a. L-171
   b. L-123
   c. L-103
   d. S-118
   e. M-169

3. *What is the DCC phone number?*
   a. 6-2252
   b. 6-4855
   c. 6-1405

4. *What is the DCC Centrex emergency phone number?*
   a. 3-4588
   b. 3-4566
   c. 6-2252

5. *Where is the Personnel Pool established?*
   a. Moffitt Lobby
   b. Medical Sciences Lobby
   c. L-171
   d. M-169

6. *How would you obtain additional resources (supplies, equipment, staff)?*
   a. Contact DCC
   b. Contact Materiel Services
   c. Contact UCSF Storehouse

7. *If the telephones are not functional, what means of communications may still be available?*
   a. Centrex emergency phones (753- prefix)
   b. Overhead paging system
   c. Runners
   d. Two-way radios
   e. All of the above

8. *After an earthquake has occurred, should you flush the toilets?*
   a. Yes b. No

9. *After an earthquake has occurred, should you use the elevators?*
   a. Yes b. No

10. *During campus-wide disasters, you can obtain emergency information and instructions:*
   a. By calling 476-9000 if the on-campus telephone system is working
   b. By calling 1-800-873-8232 if local telephone service is interrupted
   c. By tuning into USF radio station 90.3 FM
   d. Via campus electronic mail
   e. All of the above

Answers: 1-b, 2-a, 3-a, 4-a, 5-a, 6-a, 7-e, 8-b, 9-b, 10-e.

Nursing Seminar on Pain April 26

A nursing seminar to expand upon inservices conducted in connection with the new nursing pain management procedure will take place on Monday, April 26, from 8 a.m. to 4:30 p.m. at the UCSF Laurel Heights Conference Center.

The seminar, titled, "Perspectives on Pain," will provide a comprehensive approach to assessing and managing pain in both adult and pediatric patients, and overall pain physiology, according to Micaela Presti, clinical nurse specialist, education, who is coordinating the event along with Pamela Nye, chair of the Nursing Pain Task Force.

It is free for all staff nurses, and is worth 7 units of credit. To register, call Nursing Education at 476-2993. Because the seminar is expected to be full, those who register and then decide not to attend are asked to call to cancel.

Bones *(from page 8)*

the cadavers so that families may conduct whatever ceremonies they want, including open casket funerals. Recovered bones are replaced with wood prostheses to return the body to the original alignment and posture, and the body is closed with a standard stitch.

"We treat the cadavers with dignity," says Crabtree. "We consider the feelings and needs of the donor family, and the host hospital.

"Tissue recovery provides a way for some good to come out of tragedies," says Crabtree. "But if the family is not given the option, then they're denied this opportunity to help others. We need to give families the opportunity to make their own informed decisions."

Transplantation Seminar April 21

A day-long seminar titled, "Tissue Transplantation Update 1993," will take place Wednesday, April 21, at the Red Lion Hotel, 2150 Gateway Place, San Jose. The seminar, sponsored by the UCSF Tissue Bank and Western Transplantation Services, is free, except for those who want to earn 7 units of credit, in which case the cost is $15. Advanced registration is required. Call Roger Mason at (408) 975-2080.

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UCSF Medsounds

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Page 1 . . . 5% Salary Cut for UC Employees

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Tissue Recovery — "A Way for Some Good to Come Out of Tragedy"

Everyone knows that organ transplants save lives. The state even provides little stickers for people to put on their drivers' licenses to mark themselves as organ donors. But comparatively few people realize that donated bones can make a dramatic difference in the lives of patients who receive bone transplants.

Take the case of UCSF/Mount Zion patient Maria Santiago, who had bone cancer in her left arm. A bone transplant saved Santiago from an amputation that would have taken her arm and part of her shoulder. Or UCSF/Mount Zion patient Christine Stull, who suffered 15 years' of chronic pain and always had to walk with crutches or a cane following a bicycle accident that broke her hip. A bone graft to replace two-and-a-half inches of defective hip bone restored Stull to a much more physically active life.

Santiago and Stull are just two of nearly 180 people annually who benefit from bone transplantations performed at the Medical Center. The donated bones come from the UCSF Tissue Bank, which also supplied bones and tendons to other medical centers for 120 transplants last year. The Tissue Bank also houses cornea, sclera and heart valves.

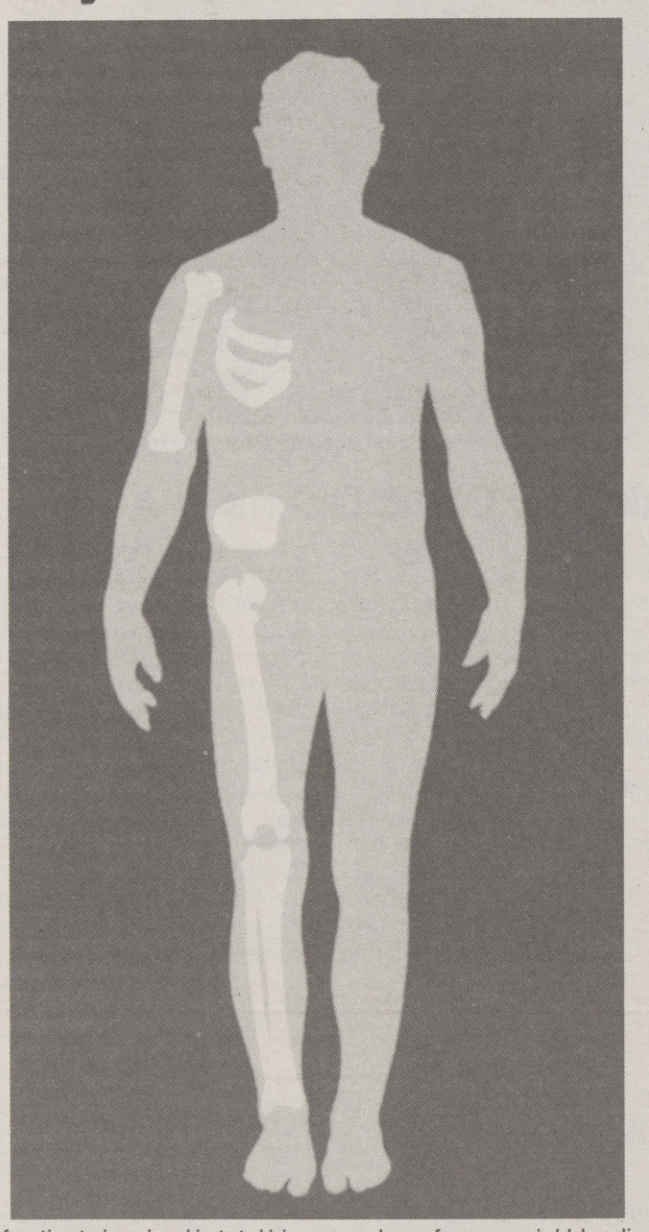
"People aren't aware that they can donate bones, and that there's a need for it, so we constantly have a shortage," says Caryn Travis, administrative manager of the Tissue Bank.

"Bone Transplants are Life-Enhancing"

Travis, who has been with the Tissue Bank since its inception in 1981, calls bone transplantation "life enhancing" and says that transplants allow patients "to do the activities of daily living."

In addition to Travis, tissue recovery technicians James Crabtree and Herbert Grion-Yanez staff the Tissue Bank, and tissue transplant educator Roger Mason, along with a dozen per diem nurses and technicians trained in tissue recovery. Orthopedic surgeons Harry Skinner, Harry Jergesen and Guy Paiement serve as medical directors, and ophthalmologist David Hwang is the eye bank medical director. (The Tissue Bank soon will be moving to offices at 1360 9th Avenue, #240. The phone number is 476-8818.)

Bone transplantations commonly involve spinal fusions and total hip procedures, and to a lesser extent limb salvages. Donor bones are grafted onto existing bones, and the bones then grow together. In a limb salvage, a whole section of bone may be replaced, whereas in a spinal fusion the surgeon will pack bone chips around the spinal column in replacement of spinal disks.



The Tissue Bank originally began banking the femoral heads of patients involved in total hip replacements. In a total hip replacement, the top of the femur is replaced with a prosthetic head. Prior to 1981, femoral heads were discarded. But surgeons found that pieces of femoral heads were useful in filling holes in the hip bone socket if a hip replacement loosens.

Since many of the patients involved in total hip procedures are elderly, the femoral heads the Tissue Bank received were not as healthy as those of younger people.

So in 1987 the Tissue Bank began its cadaver retrieval program. Under this program, the staff recovers the donated bones of young adults, who were otherwise healthy but died suddenly in a traumatic accident, such as a car crash, or from cranial bleeding.

UCSF/Mount Zion surgeons prefer to use donated bones that are obtained in a sterilized environment and frozen only once. Fresh frozen bones, as these banked bones are known, are considered the best kinds of bones for a successful outcome. Bones obtained outside a sterilized environment, that is outside an operating room, must be sterilized, commonly with radiation or ethylene oxide gas. But radiation can weaken the bone structure, while ethylene oxide gas alters proteins in the bone which make the bone more amenable to grafting.

How Bones are Stored, Transported

Tissue Bank teams must therefore obtain donated bones from hospital operating rooms within 12 to 24 hours of a patient's demise. The Tissue Bank participates in the California Transplant Donor Network.

The teams recover bones a couple of times a month, and reach their destinations, throughout Northern California, either by van or station wagon, or the Civil Air Patrol. The bones, which are packaged in water-impermeable plastic and cloth, are kept on wet ice in a picnic cooler during transportation, and then stored in freezers at minus 80 degrees Centigrade.

In the OR, the four-member teams operate much like any other surgical team. Two people, either nurses or OR technicians, work as circulation and scrub, and two others, techs, nurses or physicians, work as prosectors bilaterally to remove bones and tendons. Bones are removed from limbs and the iliac crest. During a typical three-and-a-half hour operation, the prosectors remove the bones in sections useful in common kinds of transplantations.

Cultures of the bone are taken to insure sterility, and serum is drawn to test later for communicable diseases. To test for HIV, a DNA amplification test is used to cover the so-called "window" period from infection to the time infection becomes evident in antibody testing. DNA amplification tests therefore better insure that no HIV is present.

Tissue recovery coordinator Crabtree emphasizes that bone retrieval costs the family no extra money and that the team preserves

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"Ideas of Value" are Becoming a Reality

Some of the many ways that employees suggested for improving Medical Center efficiency during last fall's "Ideas of Value" campaign are beginning to take effect.

Medical Center proposals that have been implemented by assistant directors include improving the data system on patient insurance coverage, reducing the number of memos and publications circulated, and better controlling food catering costs at meetings and other events.

Seven assistant directors began meeting this month to evaluate the proposals and input from more than 100 department managers. The assistant directors will continue to meet to discuss the ideas and will periodically communicate results, according to Mary Bunker, the management intern who is coordinating the effort.

"The assistant directors will make sure every idea is responded to," says Bunker. "Some ideas are already being put into place, and departments are planning to do others."

Departments already are moving ahead with about 50 of the more than 250 ideas suggested by employees. In the area of insurance data, for instance, several departments are working with HISD to develop an on-line master file that ancillary departments and the ACC appointment system can access. The master file will include insurance coverage information for both inpatients and outpatients, and will flag most insurance plans that require authorization and co-payments. The master file is expected to be completed in the near future.

A proposal to cut down on the number of memos and publications simply suggests posting or circulating a single memo or publication among a department, unit or group of employees, when possible, rather than sending a copy to every employee. This suggestion would cut paper use considerably and save a significant amount of money, says Bunker.

Other ideas that departments have decided to implement consist of the following: improve services at Lakeside by facilitating referrals from and to Parnassus, more communication between departments that collect billing data to increase efficiency, centralize patient demographic information through a shared database to simplify forms, provide timely patient room-transfer information to the information desk, increase staff awareness of yielding to disabled patients on elevators, and encourage the posting of in/out boards in departments.

Administration Moves April 2

Medical Center Administration in L103, the main Administration office, will move to new offices in Millberry Union, fifth floor east, on Friday, April 2.

Assistant director Dan Shydler and his assistant will also move to Millberry Union from M167. Assistant director Mary Jane Allison will remain in M167.

All voice telephone numbers will remain the same. The new mail box number for those moving is Box 0296. The new fax number for those moving is 476-2317. The other fax number, 476-0868, will be located in M167.

National Lab Week Apr. 11-17

Working under the theme, "Your Laboratory . . . Where the Investigation Begins," the employees of the Clinical Laboratories at both SFGH and on the Parnassus campus are joining laboratory technologists across the country to celebrate National Medical Laboratory Week April 11-17.

SFGH's activities will include demonstrations of new products and test systems by a variety of vendors on Monday, April 12, in Conference Rm. 1 in the cafeteria on the second floor of the main hospital building. On Wednesday, April 14, outside of the cafeteria, there will be a "Wheel of Fortune" game complete with a grand prize awarded by random drawing to one of the lucky players. Ending the week will be a special lunch for all clinical laboratory employees. During the entire week there will be a public informational display, also on the second floor, to illustrate the role the laboratory plays in providing essential diagnostic information to the clinician.

On Parnassus, to give people a better sense of what "Clin Lab" employees are all about, there will be an open house for two hours each day in one of the lab's seven different divisions.

There are nearly 500 people in the Clinical Labs at SFGH, on Parnassus and at UCSF/Mount Zion in the divisions of hematology, blood bank, chemistry, microbiology, immunology, donor bank and specimen processing. To give you an idea of the sheer volume of work performed by the labs, the chemistry divisions alone perform nearly 4 million tests every year, while specimen processing collects nearly 5,000 samples daily.

Why a special week for clinical laboratory employees? "Modern medicine depends on accurate and timely laboratory test results for quality patient care, from the diagnosis of rare diseases to the day-to-day management of common medical problems," says Eugene Gottfried, director of SFGH Clinical Labs. "Though often an 'unseen element,' laboratory technologists and other members of the clinical lab staff play an essential role on the health care team."

For further information on the SFGH events call Lucy Weir at 206-8576; for Parnassus events, call Lorrie Epling at 476-1712.

Sign Up for May Day Run

Runners are invited to sign up for the 17th annual May Day Run to benefit the American Heart Association. The 10K race, which involves competing teams from local hospitals, will begin at 9 a.m. Saturday, May 1, at the Golden Gate Park Polo Fields.

The UCSF/Mount Zion team has won first place in five of the eight years it has entered, according to Jimmy Choy, an auditor in Environmental Health Safety who is coordinating this year's Medical Center effort. Individual runners are also invited to join the race. Last year, upwards of 40 runners from UCSF/Mount Zion raised about $900.

The registration fee is $15 for individual runners paid before Thursday, April 29, $17 race day 7-8:30 a.m., and includes a May Day Run T-shirt. The cost for team entries varies, depending on the number of teams a hospital fields. For registration forms or more information, contact Choy at Box 0942 or 476-5506.